



Succession Planning: Building Your Succession Team

EXISTING BUSINESS RELATIONSHIPS				
NAME/TITLE	WHEN TO ENGAGE?			
	Already engaged	<6 months	6-18 months	>18 months
Immediate family members				
Other owners, shareholders, or partners				
Management/key employees				
Other/all employees				
Board members				
Suppliers				
Creditors/lenders				
Investors				
Key customers/accounts				
All customers				
Municipal government				
Provincial government				
Federal government				
Community-at-large				
Media				
Competitors				
Regulatory bodies or government agencies				

INTERMEDIARIES				
NAME/TITLE	WHEN TO ENGAGE?			
	Already engaged	<6 months	6-18 months	>18 months
Accountant				
Business valuator				
Financial institution(s) or lenders				
Legal counsel				
Personal financial planners				
Business broker or matching agency				
Family counsellor				
Coach or general advisor				
Co-op developer				